

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE  |                                |
|-----------------------------|--------------------------------|
| Case<br><b>01-CA-303814</b> | Date Filed<br><b>9/22/2022</b> |

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

|  |  |  |
|--|--|--|
| a. Name of Employer<br>Harvard University  |  | b. Tel. No.<br>(617) 496-9193              |
|  |  | c. Cell No.                                |
|  |  | f. Fax. No.                                |
| d. Address (Street, city, state, and ZIP code)<br>20 University Road<br><br>MA Cambridge 02138 | e. Employer Representative<br><br>Paul Curran<br>Managing Director, Labor and Employee Relations | g. e-mail<br><br>paul_curran@harvard.edu   |
|  |  | h. Number of workers employed<br><br>13000 |
|  |  |  |
| i. Type of Establishment (factory, mine, wholesaler, etc.)<br>Schools                          | j. Identify principal product or service<br>Education  |  |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) filing charge (if labor organization, give full name, including to (b) (6), (b) (7)(C)  
Harvard Union of Clerical and Technical Workers (HUCTW)

|   |                                     |
|---|-------------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code)<br><br>(b) (6), (b) (7)(C) | 4b. Tel. No.<br>(b) (6), (b) (7)(C) |
|   | 4c. Cell No.                        |
|   | 4d. Fax No.                         |
|   | 4e. e-mail<br>(b) (6), (b) (7)(C)   |

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

AFSCME 3650

## 6. DECLARATION

I declare that I have read the above charge and that the statements  
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 09/22/2022 08:30:19 AM

Tel. No.  
(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail  
(b) (6), (b) (7)(C)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

## Basis of the Charge

### 8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

### 8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

| List Changes                   | Approximate date of change |
|--------------------------------|----------------------------|
| Return to in office work hours | 09/12/2022                 |